

Hearts, Brains, and Growing Pains

Creating Sustainable Change
During Turbulent Times

February 8, 2018

ACCE Conference

Topics

- Understanding, Surviving, and Managing Change
- Capitalizing on Opportunities
- Using Influence and Advocacy
- Moving Forward

**Leadership is a choice, not a position.
- Stephen Covey**

Our Current Environment

Turbulent Times and Transformational Change

DACA

New Funding
Formula

Regional
Consortia

Task Force on
Community Ed
Guidelines

Accountability
Measures

Self
Supporting

Public
Criticism

Strong
Workforce
Program

Adult Ed
Block Grants

Performance
Based
Funding

CDCP

ENROLLMENT
DECLINE

FLOR

Understanding, Surviving, and Managing Change

What Is Change Management?

- *Personal Change*: Intentional, purposeful adoption of new thoughts & behaviors
- *Organizational Change*: Adoption of new ideas or behavior by an organization in response to opportunities or threats

Typical Phases



Denial



Commitment



Awareness



**Perceived
Need**



Resistance



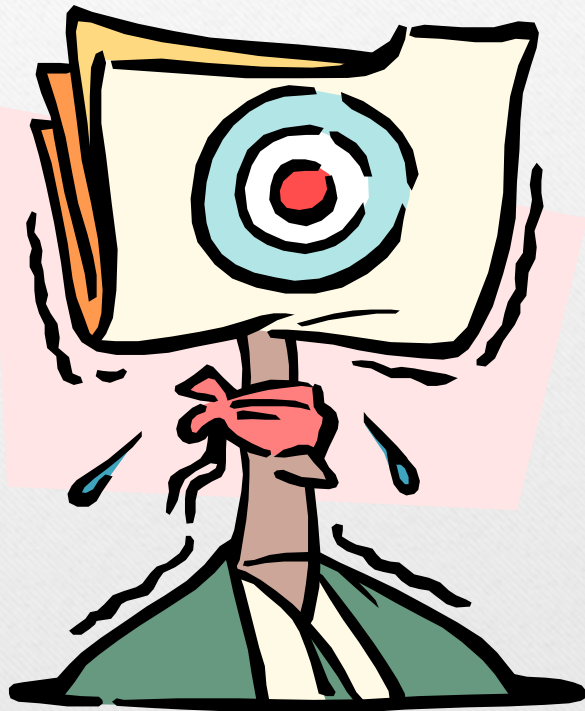
Action

Develop a Vision



- Where do you want your organization to be in 5 years?
- What would success look like?
- What differences do you want to make in the world?

Confront Fear



- Fear of the unknown
 - Loss of power, turf
- Fear of the known
 - Changes in work volume or process
- Fear of failure

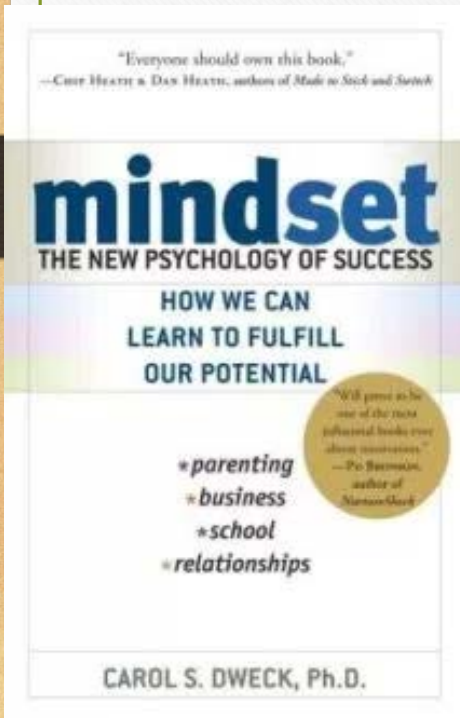
Learn from Experimentation, Innovation, & Mistakes

*Leaders are visionaries
with a poorly developed
sense of fear and no idea
of the odds against them.*

– Robert Jarvick,
creator of the artificial heart

Anyone who has never
made a mistake has never
tried anything new.
— Albert Einstein

Develop a Growth Mindset



In a growth mindset, challenges are exciting rather than threatening. So rather than thinking, oh, I'm going to reveal my weaknesses, you say, wow, here's a chance to grow.

— Carol S. Dweck —

AZ QUOTES

Fixed

Mindset

Growth

Mindset

Carol Dweck

Intelligence is static.

Leads to a desire to LOOK SMART and therefore a tendency to:



AVOID CHALLENGES



GIVE UP EASILY DUE TO OBSTACLES



SEE EFFORT AS FRUITLESS



IGNORE USEFUL FEEDBACK



BE THREATENED BY OTHERS' SUCCESS

Intelligence can be developed

Leads to a desire to LEARN and therefore a tendency to:



EMBRACE CHALLENGES



PERSIST DESPITE OBSTACLES



SEE EFFORT AS PATH TO MASTERY



LEARN FROM CRITICISM



BE INSPIRED BY OTHERS' SUCCESS

Celebrate Your Resiliency

resilient 

adjective | re-sil·ient | \ri-'zil-yənt\

Simple Definition of RESILIENT

Popularity: Top 1% of lookups

- : able to become strong, healthy, or successful again after something bad happens
- : able to return to an original shape after being pulled, stretched, pressed, bent, etc.

Source: Merriam-Webster's Learner's Dictionary



Be Courageous



A scenic landscape featuring a calm lake in the foreground, reflecting the sky. In the background, there are dark, rugged mountains under a sky with soft, warm colors from a setting or rising sun. The text is overlaid on the upper part of the image.

**Innovation distinguishes
between a leader and a
follower.**

Steve Jobs

Capitalizing on Opportunities

Leveraging Your Strengths

Collective Impact



- Collective Impact Models include AEBG, Regional Consortia, and some Community Ed programs
- Liaisons to the community
- Impact on families and communities
- Leveraging resources

Student Scenario
AEBG

Jane Re-Careers



Guided Pathways

- Entry point for gazillions
- Wholistic approach to students



Online Education

- On the ground partner for face-to-face support or services
- Advocacy for changing the funding formula for noncredit online programs
- Hybrid models

Demonstrate Your Innovative Spirit

- Responsive and Quick and Flexible and Adaptable



**DISRUPT
OR BE DISRUPTED.
PICK ONE.**

Influence and Advocacy

Influencing Your CEO



- Show me the data
- Contribute to major goals – enrollment, equity, revenue, student achievement, etc.
- Ask for help
- Follow through



Influencing the Credit Side of the House

- Seek out a partner – it only takes one
- Contribute to enrollment
- Provide prepared students
- Share Business, Industry, and Community Partners



Use Political Muscle

- Politically Savvy vs Politically Driven
- Formal Advocacy
- Legislative and Code changes

A Few Final Thoughts

I'm out of bed and
I made it to the keyboard.
What more do you want?



Apply the 3 Day Rule

You drag it around like a ball and chain
You wallow in the guilt; you wallow in the pain
You wave it like a flag, you wear it like a crown
Got your mind in the gutter, bringin' everybody down

Get over it, Get over it
All this whinin' and cryin' and pitchin' a fit
Get over it, Get over it



Celebrate Who You Are



- Celebrate successes
- Celebrate others
- Surround yourself with great people

Student Scenario DSS

Stefan



Continue to be Superheroes

- Your voice does matter
- Your future is bright



**CALLING ALL
SUPERHEROES!**

Student Scenario
ESL

Jilla





Thank You!!!
